

Local 39- Skilled Trades (85)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED



Memorandum of Understanding (MOU) Term	July 2, 2019 – July 1, 2023
Representation	International Union of Operating Engineers, Stationary Engineers Local 39
Health and Welfare	
Benefit Level	Fulltime (80 hours/1.0 FTE)
Medical	Semi-Monthly County Contribution Effective July 30, 2019 – May 31, 2020 \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
Dental	\$59.22 – Semi-Monthly County Contribution Suspended till June 1, 2020 – Semi-Monthly Employee Contribution
Vision	County Paid (\$7.85 Semi-Monthly)
Basic Life Insurance – County Paid	1 time Annual Base Salary
Supplemental Life – Employee Paid	\$10,000 Increments (\$500,000 maximum when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	1 time Annual Base Salary
Leave Provisions	
Vacation	Accrue up to 4.94 – 8.01 hours per pay period based on years of service, not to exceed 280 hours
Vacation Savings Plan (VSP) – Employee Paid	Set aside up to 20 hours of base pay each plan year during years 3 through 5
Holiday	12 holidays per year 1 Floating holiday per year (No Carryover or cash-out)
Sick	Accrue up to 3.68 hours
Paid Parental Leave	320 hours (subject to eligibility requirements)
Compassionate	Up to 32 hours per eligible occurrence

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Revised: October 14, 2019

Retirement - Pension	
Tier 1 (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	3% at 60
Tier 2 (Retirement system membership on or after 1/1/2013)	2% at 62; 2.5% at 67
Retirement - Other	
401(a) Deferred Compensation	.25% Base Salary - County Contribution
457 - Voluntary Deferred Compensation	Employee Paid (optional)
Retiree Medical Plan – Hired Prior to January 1, 2009	See Memorandum of Understanding (MOU) for eligibility requirements
Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; then up to \$46.40 thereafter
Other Benefits	
Staff Development/Wellness Reimbursement	Full Time - \$565 per Fiscal Year Part Time - \$285 per Fiscal Year
Staff Development/Wellness and Tool (employees providing their own tools)	Full Time - \$615 per Fiscal Year Part Time - \$310 per Fiscal Year
Safety Boots/Shoes	Voucher worth up to \$225 per pair
Dependent Care Assistance Program (DCAP)	Employee Paid
Health Flexible Spending Account (FSA)	Employee Paid
Long Term Disability	County Paid
Employee Assistance Program (EAP)	County Paid

Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums

Example #1: Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$431.87 Premium
 - \$350.00 County Contribution
\$81.87 Employee Semi-Monthly Out-of-Pocket Cost

Example #2: Employee elects Sutter Health Plus with Employee + 1 dependent coverage.

\$645.80 Premium
 - \$645.80 County Contribution
\$0.00 Employee Semi-Monthly Out-of-Pocket Cost

Example #3: Employee elects Western Health Advantage with Employee + 2 or more coverage.

\$1,105.40 Premium
 - \$990.00 County Contribution
\$115.40 Employee Semi-Monthly Out-of-Pocket Cost

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